

Diversity Council Minutes – Wed. December 14, 2005

Presiding:

Gordon Flake, committee chair

Members Present:

Kathy Ahlmark, Cliff Baldwin, Sharon Bryant, Gordon Flake, Veronica Godfrey (BIG, non-voting), David Goulding, Mike Humble, Ginny Ivanoff (OEEO, non-voting), Ethel Jackson, Charle League, Bill Quattlebaum, Boris Risek, Molly Vallant (non-voting), and Linda Yu

Members Absent:

Janice Allen, Alyce Bradbury, William Boyd, Rodrigo Franco, Ron Herbert (NIH catalyst, non-voting), Bill Jirles, Jackie Locklear, Alicia Moore, Lisa Rogers, and Bill Steinmetz

Old Business

A. Minutes

The November 15, 2005 minutes were reviewed and approved unanimously.

B. Reports

1. Morale Committee: The NIEHS Director has started a Morale Committee due to a perceived morale problem within the Institute. Bill Jirles and Ginny Ivanoff sit on this committee, and after the first meeting it has been decided that the Worklife web page will be redesigned and linked to the NIH Worklife page. They discussed the goals of the committee, a potential assessment tool for employees to rate their supervisors anonymously, and listed areas where morale is low. The Diversity Council discussed having representation at the committee meetings and suggested training for supervisors in diversity and EEO issues, and a DIR mentoring initiative. There was also discussion of the guard sitting in the cold/heat at the bus stop for extended lengths of time, and ways to make him/her more comfortable. A decision was made to ask Danny Saunders about the protocol, and then make a suggestion to the Morale Committee. Ginny will approach the Morale Committee about Diversity Council representation, and will keep us apprised.

2. Native American Heritage: The November 18th event went well, and the report to UNC on their speaker has been filled out. The recipes for the dishes provided are being collected, and will be sent out by email.

The Native American Storyteller also went well, and he has been welcomed for future events.

3. Disability Advocacy Committee: Plans to begin meeting again in the new year.

- 4. International Day:** The event will occur on December 15, directly after the awards ceremony. The theme this year will be Holiday Traditions, and Phil Hanson has agreed to be Master of Ceremonies. There are 15 volunteers who will present posters and table displays about holiday celebrations in their countries. The NIEHS band will perform, the children from First Environments will decorate the tree, and we will have a group from the Raleigh Chinese School perform a dance. Finger foods will be provided by the cafeteria, and a few employees will be bringing desserts.
- 5. Martin Luther King Day:** James Rogers, a local, retired National Teacher of the Year, will speak. He taught at Hillside High, and was elected Teacher of the Year in 1972 (the first African American to be presented with this award). Dr. Darlene Dixon will introduce Mr. Rogers.

We will also have the President of the Schering Plough Research Institute speaking, and he will be introduced by Dr. Marian Johnson Thompson. He is one of the most influential African American entrepreneurs in the United States.

New Business

- 1. Black History Month:** The Diversity Council has partnered with BIG for this event. The first speaker invited is unavailable. Other speakers are being looked at. Healthier versions of southern food are being considered for the refreshments.
- 2. Spirit Lecture:** Contact with potential speakers needs to be made. Five dates in March for the 101 conference room have been reserved.
- 3. Diversity Council:** Discussion was held to consider whether we should replace the Chair, Vice-Chair, and Secretary in the new year or wait until June when the new committee members will be brought on board. The current Chair, Vice-Chair, and Secretary were asked to record their responsibilities for reference. A decision was made to have nominations from the group and ask the new potential Chair, Vice-Chair, and Secretary whether they were willing to serve in these capacities.

Adjourn:

Minutes taken and respectfully submitted by Kathy A. Ahlmark, 12/14/05.